

DATE: 2/19/03

Consent

ORIGINATING DEPT:
Human Resources

ITEM NO.

D-33

ITEM DESCRIPTION: IAFF Local #520 '02-'04 Agreement

PREPARED BY:

Linda Gilsrud

An agreement has been reached by IAFF Local #520 and the City of Rochester for the period 2002 – 2004:

- Article 4. **HOURS OF WORK** Provided for flexible scheduling for non shift personnel covered by this agreement without the creation of additional overtime liability
- Article 5. **HOLIDAYS**
Shift employees receive 6.92 hours/pay period of vacation in lieu of holidays versus 7.5 hours based on the move from semi-monthly to bi-weekly
- Article 6. **VACATION**
Vacation saved balance remains for firefighters hired before 1/1/03 for use or payout upon retirement or eligible termination. No additional hours can be placed in saved after 12/31/02. Vacation cap of two times annual vacation a annual vacation accrual rate is applied after the last pay date in 2003 and each December thereafter.
- Article 8. **UNUSED SICK LEAVE**
Changed the eligibility provision for the conversion of unused sick leave before age 65
- Article 13. **WAGES:** 2002, 2003, and 2004 are adjusted by 3% in each year of the agreement
3% effective January 1, 2002, 3% effective January 1, 2003, and 3% effective January 1, 2004
- Article 27. **DURATION OF AGREEMENT**
This Agreement shall be in effect from January 1, 2002 and shall remain in effect until December 31, 2004, and from year to year thereafter, unless either party shall notify the other in writing by May 1, 2004, that it desires to modify or terminate this Agreement.
- Eight hours of vacation will be awarded upon ratification of this agreement by the membership and the Common Council in consideration for the elimination of any and all grievances related to the implementation of bi-weekly payrolls
- All references within the agreement to Personnel shall be changed to Human Resources and references to the Director of Employee Relations will be changed to read Director of Human Resources
- Minor language changes made to correct and clarify agreement

Council Action Requested:

Resolution authorizing the Mayor and City Clerk to sign the agreement.

COUNCIL ACTION: Motion by: _____ Second by: _____ to: _____